

05 Mathematical Institute of the Serbian Academy of Sciences

GEP: [Plan for Achieving and Improving Gender Equality](#)

Website:

http://www.mi.sanu.ac.rs/novi_sajt/news/news_pages/plan_rodna_ravnopravnost_en.pdf

Appreciation: This document of more than 20+ pages includes the following chapters: Introduction; The meaning of certain expressions in the Plan; Existing legal framework; Why does MI SANU adopt the Plan for Achieving and Improving Gender Equality?; Responsibility for Implementing the GEP; The GEP timeline; GEP Main Goals; Overview of MI SANU's previous activities in improving Gender Equality; Results of the research on the state of Gender Equality at MI SANU; Setting up the GEP; Funds for the implementation of the GEP; Publication and promotion of the Plan; Reporting on the implementation of the Plan; Summary and an Annex of Measures envisaged by MI SANU GEP. The starting chapter for the definition of terminology is particularly interesting and detailed tables for the measures are provided in the annex. The GEP is based on exhaustive analysis. It includes interesting references on gender budgeting and explicit measures in relation to specific days and associations that could be replicated by others (e.g. Day of women in mathematics, women in computer science, girls in ICT and the cooperation with Association of European Women in Mathematics). The exhaustive analysis of international and national context and data is provided on the organisational context by ranks and areas as well as results of a dedicated questionnaire. The measures relate e.g. to the approval of remote work, change of gender structure of the management board / Board of Directors, empowering and motivating of more female candidates to apply and the implementation of a mentoring program.

The GEP also foresees guidelines and the adoption of a rulebook as well as annual workshops. It establishes a Gender Equality and Prevention of Discrimination Officer. It is signed by Akad. Theodor Atanaskovic and was prepared by the LetsGEP team with cooperation of the LeTsGEP and the NUCLEUS projects focused on RRI as well as participation of the COST Action on Gender Balance in Informatics and membership in several other relevant associations.

